

# Modern Slavery Statement



## Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Fusion OH, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking. This statement will be reviewed annually in line with our end of financial year.

## Our business and supply chains

Fusion are experts in all aspects of occupational health and wellbeing, this includes Absence Management, Work Health Assessments, Health Surveillance and Health Screening.

We provide services and solutions to help keep employees healthy, productive and safe

Our focus is on maintaining a healthy workplace and workforce

We have built a reputation in providing clear, actionable advice based on the highest clinical expertise and best practice

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Fusion OH works solely in the United Kingdom.

## Policies

Fusion OH operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Issue No	Issue Date	Author	Reviewed By	Approved By
04	04/04/2024	Annette Price	Nandi Mellor	Clare Hurley

- Control of Suppliers - we have updated our Policy and supplier contracts to make explicit reference to slavery and human trafficking.

### Supplier Due Diligence

Fusion OH conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all new suppliers to complete a declaration and risk assessment that covers:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

### Awareness & Training

Fusion OH has raised awareness of modern slavery issues by including in Induction Slides and on-going training

Induction slides will cover:

- Various forms of modern slavery in which people can be held and exploited
- How employees should respond if they suspect slavery or human trafficking
- An attestation from employees that they will abide by Fusion OH anti-slavery policy

### Measuring Performance

Fusion OH has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- How many employees have completed mandatory training?
- How many new suppliers have filled out our declaration and risk assessment questionnaire?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?

This statement has been approved by the board of Fusion OH at the board meeting on 15<sup>th</sup> December 2022

Signed: 

Clare Hurley

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 Managing Director, Fusion Occupational Health Ltd

Date: 4<sup>th</sup> April 2024